



United States  
Government  
Printing Office

Washington, D.C. 20540

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OFFICE OF THE PUBLIC PRINTER

June 8, 1977 (141)

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Chairman, Joint Committee on Printing  
U.S. Senate Post Office  
Washington, D.C. 20510

Dear Mr. Chairman:

In accordance with provisions of 44 U.S.C. 305, a wage conference has been concluded between the Public Printer and a committee selected by the trades affected. After careful consideration of the views of the committee, I informed the co-chairmen and the committee members who were in attendance, that I would recommend to the Joint Committee on Printing wage rate increases for journeymen in the various trades ranging from a low of \$.49 to a high of \$.62 per hour.

These increases, if approved, will provide GPO journeymen with annual average salaries ranging from \$21,798.40 to \$27,292.70 per annum depending on the shift and craft involved. The enclosure provides a detailed comparison of current and proposed hourly wages for each craft.

These offers are based on and are in conformance with the intent of the principles outlined in Part I of the Wage Advisory Committee Report, which was signed by all of the appropriate employee representatives on January 10, 1975. This agreement was further ratified by the acceptance of interim wage adjustments in 1975 and 1976 as detailed in Part II of the aforementioned report.

My offers were calculated using the results of a nationwide survey of craft wage increases in the 25 U.S. cities where the largest number of unionized graphic arts craftsmen are employed. These data were provided by the Bureau of Labor Statistics.

As further agreed to in the Wage Advisory Committee Report, in no case were my wage rate offers less than 100% of each craft's 1977 wage rate in private industry in Washington, D.C. Likewise, and in conformance with the intent of the Report and Recommendations of the Management Members of the Wage Advisory Committee, which I submitted to you on



June 30, 1975, none of the offers exceeded 120% of the Washington, D.C. rate (I had originally recommended a limit of 119%, but finally utilized 120% for the purposes of administrative convenience).

The Wage Advisory Committee Report mentioned in the third paragraph included an agreement that if fringe benefits were considered in the computation of the wage offers, that they would be offset by the costs of such benefits to the Federal Government. You will recall that I have previously objected to the double counting of benefits. Accordingly, we have not included private sector health and welfare increases in calculating the wage rates and no offset computation for Government benefits is required.

I believe that the rates which have been offered are justified based on the following additional considerations:

The wage rates are compatible with GPO's financial status and were computed on the basis of nationwide data and are considered to meet the statutory criterion as being "for the interest of the Government."

In consideration of the fact that all GPO craft employees will earn substantially more than the comparable rate for such services in the Washington, D.C. area, and, except for one city for one trade, more than any of the other cities included in the survey, I believe that the rates offered adequately compensate craft employees and thereby will meet the statutory criterion as being "just to the persons employed."

The formal wage offers were made on Tuesday, May 31, 1977. As of the close of business seven calendar days later, only two trades had responded and both rejected the offers made. I do not believe that I should delay further and therefore ask your approval of the wage increases noted on the enclosure to be effective June 18, 1977.

Sincerely,

*T. F. McCormick*  
T. F. MCCORMICK  
Public Printer

Enclosure

PROPOSED RATES FOR GPO TRADES  
(Effective June 18, 1977)

HOURLY DAY RATES

<u>TRADES</u>	<u>PRESENT BASIC</u>	<u>PROPOSED BASIC</u>	<u>CENTS PER HOUR INCREASE</u>	<u>PROPOSED O.T.</u>	<u>PROPOSED HOLIDAY</u>
Bookbinders	\$10.09	\$10.58	49¢	\$15.87	\$26.45
Compositors*	10.25	10.78	53¢	16.17	26.95
Offset Photo- graphers	10.86	11.41	55¢	17.12	28.53
Offset Plate- maker					
Strippers	10.60	11.15	55¢	16.73	27.88
Offset Strippers	10.60	11.15	55¢	16.73	27.88
Pressmen (Cylinder)	9.88	10.48	60¢	15.72	26.20
Pressmen (Offset)	10.53	11.15	62¢	16.73	27.88
Stereotypers	10.21	10.75	54¢	16.13	26.88

HOURLY NIGHT\*\* RATES

Bookbinders	11.60	12.17	57¢	18.26	30.43
Compositors*	11.79	12.40	61¢	18.60	31.00
Offset Photo- graphers	12.49	13.12	63¢	19.68	32.80
Offset Plate- maker					
Strippers	12.19	12.82	63¢	19.23	32.05
Offset Strippers	12.19	12.82	63¢	19.23	32.05
Pressmen (Cylinder)	11.35	12.05	69¢	18.08	30.13
Pressmen (Offset)	12.11	12.82	71¢	19.23	32.05
Stereotypers	11.74	12.36	62¢	18.54	30.90

\*The rates for Compositors also apply to Carpenters, Electricians, Machinists, Pipefitters, Stationary Engineers, Painters, and Electrotypers.

\*\*The night rates include the 15% night differential.

ADD GPK-6250.01 - W - Offset Stripper-Compositor Apprentice  
Off Strip-Comp Appren

ADD GPK-6250.02 - W - Offset Stripper-Compositor  
Offset Stripper-Comp

ADD GPK-6250.03 -W - General Offset Stripper-Compositor  
Gen Off Strip-Comp

ADD GPK-6250.04 - W - Lead Offset Stripper-Compositor  
Lead Off Strip-Comp

ADD GPK-6250.05 - W - Offset Stripper-Compositor Group Chief  
Off Strip-Comp Gp Ch

ADD GPK-6250.06 - W - Offset Stripper-Compositor Assistant Foreman  
Off Strp-Cmp Ast Fmn FOR

*Title*  
~~Series~~ Definition: Comprises positions the duties of which are to perform the full range of Compositor functions (see GPB-6040 *Title Definition* Series) and to perform that portion of the Offset Stripper trade involving the assembly of display pages using the layout and often a grid that permits the placement of the composed matter precisely on a sheet of transparent plastic material. This process is referred to as page make-up in the printing industry.

Schedule	Grade	Title	1	2	3	4	5
GPK	01	Off Strip-Comp Aprn	5.83	6.36	7.42	8.48	9.54
GPK	05	Offset Stripper-Comp	10.60				
GPK	10	Gen Off Strip-Comp	11.46				
GPK	15	Lead Off Strip-Comp	11.91				
GPK	20	Off Strip-Comp Gp Ch	12.24				
GPK	25	Off Strp-Cmp Ast Fmn	13.36				